

First Lutheran Church
Council Meeting Minutes
Adopted February 20, 2024

Date: January 16, 2024

Location: First Lutheran Church | Library and via Zoom

Council Members Present in Person:

Ho Brown (President) *(Personnel Committee Liaison)*

Tor Berg (Pastor)

Gary Curtis *(Stewardship Committee Liaison)*

Jess Faubion *(Building & Property Committee Liaison)*

Jean Peterson (Secretary) *(Worship and Music Committee Liaison)*

Kristi Pyne *(Preschool Committee Liaison)*

Jacky Schnarre *(IT/Communications Committee Liaison)*

Council Members Present via Zoom:

Stephanie Almeida (Vice President) *(Membership Committee Liaison)*

David Berg *(Christian Education Committee Liaison)*

Emily Curcio *(Finance Committee Liaison)*

Kathy Konieczka *(Social Ministries Liaison)*

Council Members Absent:

Christy Freriks *(Fellowship Committee Liaison)*

Call to Order: 7:06 p.m.

Devotion: Pastor Berg

Pastor Berg shared a quotation: “Go home to your friends and tell them how much the Lord has done for you and what mercy he has shown to you.” He noted it is our job as a Council to help people tell their story. Scripture is full of promise and possibility; he sees our annual meeting in the same way, a chance to talk about our mission in 2024. Pastor Berg led us in prayer.

Approval of 1/16/24 Meeting Agenda:

Ho Brown requested a discussion concerning Roger Steinke’s salary be added to Old Business.

Motion to Approve as amended: Jacky Schnarre

Second: Gary Curtis

Motion approved.

Approval of 12/19/23 Council Meeting Minutes:

Motion to approve: Kristi Pyne

Second: Jacky Schnarre

Motion approved with one abstention.

Approval of 1/11/24 Meeting Minutes and Question to Finance Committee:

Motion to approve: Gary Curtis

Second: Kristi Pyne

Discussion: Ho Brown requested language concerning bonuses be changed from “for work done in 2023” to “for 2023.”

Motion approved as amended.

Pastor’s Report (*Pastor Berg*)

Pastor Berg reported that the last month has been a busy time with working on the budget and the Christmas season. Over 440 people attended Christmas Eve services. Pastor Berg was able to spend time with Del Benson before his death. Mavis Carlson also passed away recently, as well as someone in Pastor Berg’s personal sphere. It has been a lot to process. He noted that Roger Wolter is now receiving care in Monroe. Pastor Berg is getting ready for the annual meeting. He will send his written report sometime this week.

Committee Action Items for Council Consideration:

- Status of committee meeting minutes:
Jean Peterson reported that she received minutes from Youth, Christian Education, Social Ministries and Fellowship. Jess is having trouble getting the Building and Property Minutes to transmit.

Action Items:

- Building and Property – *Jess Faubion*
Jess advised that Building and Property will seek ~\$2,000 from the group developing the apartments adjacent to the church to hire an engineer. The developer wants to put temporary and permanent anchors under the church building to help shore up their temporary retaining wall. They may offer compensation to the church to do this. The Committee needs to gather more facts and consult with engineer(s) before taking any action.
- A concern has been brought up that there is only one children’s caregiver available during services and there should be two at all times. The Council requests that the Christian Education Committee come up with a plan to staff the care room with two persons. Pastor Berg will bring this to Roger to address.
- Finance Committee – *Emily Curcio*

Emily advised that the Finance Committee has discussed moving some funds from the reserve fund to commission a new website. Jacky Schnarre and Pastor Berg agreed to review this with the IT Committee for additional research into cost and a plan for the website.

- Ho Brown advised the Council that the Personnel Committee will meet with Pastor Vance on February 18 at 12:30 p.m.
- Pre-School Board – Pastor Berg and Kristi Pyne
Pastor Berg reported that two current preschool staff members, Amy and Stephanie, are willing to continue to operate the First Lutheran Preschool as co-directors. This is deemed to be the best case scenario for the continuation of our preschool. This will allow us to maintain the preschool and continue to offer a reasonably priced preschool option to the community. A new budget will be created. The Board would like to make a motion to the congregation at the annual meeting that affirms our commitment to the preschool:

The preschool board moves that First Lutheran Church pledges to support the preschool both in money and prayer.

Second: Jess Faubion

Motion approved.

Old Business:

- Pastor Berg brought a motion concerning Roger Steinke's salary:
That *FLC increase Roger Steinke's salary in the 2024 budget from \$62,863 plus a 5% increase of \$3,143.20 (\$66,007) to \$68,000.*
Discussion: The increase is covered by the reserve fund; Roger's bonus will be set at \$4,000 instead of \$6,000 and he will retain his exempt employee status.
Second: Gary Curtis.
Motion approved.
(Secretary's note: Ho Brown has noted that a math error had come to light after the Council meeting; by consensus of the Personnel Committee, the salary amount will be corrected to \$68,008 annually.)
- Membership Reconciliation – Ho Brown
The list of members who have not participated in communion or offering for two years was reviewed with input from Council members who reached out to these people. Those whose status was agreed to be no longer wishing to remain a member will be removed from the church membership roll, by affirmative vote of the Council.
- Audit Committee Vacancy – Ho Brown
No further nominees have been identified.

- Endowment Committee – Subject tabled to future meeting.
- Nominating Committee for 2024 – Pastor Berg
Stephanie Almeida has agreed to serve.
Randall Wampler decision is pending.
We will need 4 additional people to serve, to be identified at the annual meeting
- Coffee with Council – Jacky Schnarre
Jacky reported that 13 people spent time with Jacky and Christy on January 7 and topics ranged from the new development adjacent to the church to the light above the preschool entrance, to questions about what is going on with the mediation.

Jean Peterson will host the Coffee with Council session on February 4.

The usual announcements on the Narthex monitor, Instagram, Facebook and church newsletters and bulletins will be used.

New Business:

- 2024 Sabbatical Planning Team Council Representative.
Gary Curtis volunteered to be the council representative. Approved by consensus.
- Annual Meeting (1/28/24) – *Ho Brown and Pastor Berg*

This is an in person meeting only and there will not be a zoom feed.
Emily Curcio and Kristi Pyne will be at the welcoming desk to sign people in.
Jacky Schnarre will meet with Pastor Berg on 1/27 to learn how to run the slide show and set up the QR code voting.
Emily and Kristi will assist with handing out and counting paper ballots.
Jess Faubion and Gary Curtis will be roaming the Sanctuary with microphones and will help collect ballots.
Pastor Berg will ask Lucy Kay to play piano while people are voting.
We have some 2-year Council term lengths to sort out and these will be addressed at the Council meeting convened immediately after the annual meeting.

(Kathy Konieczka left the meeting at 8:53 p.m.)

- Council Corner – Ho Brown
Ho will recap the annual meeting and mention staff bonuses for this article.

- Spotlight on Volunteers

The Finance Committee is scheduled for the February newsletter. Although the standard deadline has passed, Kris will be holding the newsletter until after the annual meeting so Emily will still be able to submit an article.

March is open.

Upcoming Meetings

- The new Council will meet immediately after the annual meeting in The Landing.
- The next regularly scheduled Council meeting is Tuesday, February 20, at 7:00 p.m. in the Library and on Zoom.
- The Council Retreat will be Saturday, February 10 from 9:00 a.m. to 12:00 noon.

Meeting adjourned: 8:56 p.m.

Respectfully submitted,
Jean Peterson
Secretary